

**Status of Women Council (SOWC)
UMass Amherst Faculty Senate**

**Meeting Minutes
September 22, 2023**

Attendees:

- o Jennifer Nye
- o Celeste Surreira
- o Cheryl Ponder
- o Lori Clarke
- o Annie Sollinger
- o Gisella Zuniga
- o Tony Paik
- o Michelle Budig
- o Kara Knott

1. Introductions & someone to take minutes

Helene Cousin will be taking the minutes.

2. Chair Nomination & Election

Rachel Green having stepped down last spring, a new chair is needed. Jennifer has nominated herself and no other nomination came forth. Jennifer Nye nomination has been accepted and she is now the chair of SOWC.

3. Approve minutes from May 1, 2023

Approved by the Committee.

4. Set Meetings for Fall 2023

Tentatively:

- October 27th 11:15 to 12:00
- December 1st 11:15 to 12:00

Same zoom link.

5. Old Business Updates/Status:

a. Child Care Task Force

Toni: the committee has met multiple times during the summer although many were missing because summer is a period of non-responsibility. The committee accessed the Campus wide Survey performed by Donahue. The Committee was divided into multiple subgroups. For example, one was tasked on the research part of it (e.g. how proper child care boost employee production, etc...).

There was a lot of talk about the planning of the new building facility.

The committee is now working to writing a report this fall.

Kara, Toni and Helene sat on that committee.

b. Title IX Update

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How do we go about implementing this report?

We need to ask Carrie (?) to come and talk about this report.

c. Syllabus Statement re: Parenting Students

i. Draft statement:

<https://docs.google.com/document/d/1j86rliPDEeIEaWWDEtMI NOG5vnLeRMsp/edit>

Tony: the statement was adopted by the senate last spring. It will put on the new Senate web and be part of the package of required statements that need to be put on the Syllabus.

Tony gave us the quick tour of the new Faculty Senate web page and where we will find this list of requirement statement as well a template syllabus for people to download.

The new Faculty Senate web site will launch at the next Faculty senate meeting in October.

This statement will also appear on CCMS.

d. Bathroom update (changing stations)

The goal was to push for all buildings on campus to carry out changing stations accessible to all parents, regardless of gender.

Kara said this is not resolved. Title IX office need to be involved to contact facility services about it.

Kara mentioned that:

- A firm no was issued about setting up every building with changing rooms.
- All requests to have changing stations installed were denied so far.

Because of ADA compliancy, a large **survey has been done: all the bathrooms currently offered on campus. Jennifer will see if we can get access to the result of this survey.**

A conversation with Keri Tillet may be needed.

This may need to be set as item for incoming SOWC meeting.

Jennifer mentioned that while we are at it, we may need to investigate the access to hygiene products offering in our bathrooms. It is a big complaint among her students. (I am adding the link to [this interesting piece from NPR](#)),

6. Review Goals for AY 2023-24 & New Business

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- o **Bathroom** (suggested by Jennifer) : changing station, hygiene products (See above)
- o **Outdated senate policies** (suggested by Toni)
Some of these policies are quite dated (1980). They many need to be updated, if nothing on their language (gender pronouns, etc...). He proposes to set up a counsel to do a “search and replace” of these policies (instead of doing it one by one.

- o **Research of persistence and gender gap:** What is the impact of childcare and our students persistence in school (Kara): 1/3 of our students are parents in the US. What proportion of them persists in their studies? Could we use our own FAFSA to search for info related to persistence and gender gap?

Celeste: why childcare and not care in general? Women are disproportionally the care giver of all ages.

Helene: because of data availability: FAFSA does not collect information about care beside child care. We are limited with the database we can search.

- o **Investigating/Acting on the report about how COVID has impacted JUNIOR woman faculty** (Michelle).

An analysis has been made and will be presented today:

From Toni, posted in chat:

Please join us TODAY, September 22, for our first CSSI lunch & research seminar of the semester!

*Friday, September 22, 12:00-1:30pm
LSL room N610 (Life Sciences Laboratories)*

Mark Pachucki, UMass Sociology, Laurel Smith-Doerr, UMass Sociology, Ethel Mickey, CSUSB Sociology

*Centering Equity After Acute Crisis: Analyzing Disparities in COVID-19 Productivity Impacts
by Faculty Rank, Gender, Race, and Caregiving Status*

Michelle will reach out to them and see if they can come and give us a debrief.

- o **Why are faculty are leaving UMass** (Michelle).

Female faculty, especially black, have been leaving UMass.

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Exit interview have started (as of this year) to be conducted, as a per MSP bargaining contract, to investigate the reason behind faculty leaving. Michelle says that the provost has the compiled info on it and will see if this document can be shared with us.